

March 12, 2026

To: Humboldt County Schools Teachers Association (HCSTA)
From: Michael Davies-Hughes, Humboldt County Superintendent of Schools
Re: Final Initial Proposal for Successor Agreement with HCSTA for 2026-2027

The County Superintendent of Schools conducted a Public Hearing regarding the Draft Initial Proposal on March 4, 2026.

After providing an opportunity for public comment and considering any public comment received, the County Superintendent of Schools herein submits a finalized initial proposal for bargaining with the certificated bargaining unit (**note, there were no differences in language between the Draft Initial Proposal and this Final Initial Proposal**).

Article 3 – Salaries, Work Days and Hours

The Superintendent proposes changes to Section 1: Definitions, Section 2: Initial Placement of New Unit Members, Section 6: Longevity Stipend, Section 7, Lead Teacher Stipend, and Section 8: Fieldwork and Intern Supervision Stipend.

Article 4 – Professional Growth

The Superintendent proposes changes to Section 1: Professional Growth, and Section 3: Non-unit Credit Workshops.

Article 5 – Health and Welfare Benefits

The Superintendent proposes changes to Section 1: Coverage for Full-Time Unit Members and Section 2: Part-time Unit Member Coverage.

Article 6 – Leaves

The Superintendent proposes changes to Section 1: Definition of Immediate family, Section 2: Bereavement Leave, Section 3: Sick Leave (Paid Leave), Section 4: Pregnancy Disability Leave, Section 5: Paid Parental Bonding Leave, Section 7: Catastrophic Leave I, Section 8: Catastrophic Leave II, Section 12: Sabbatical Leave, Section 17: Continuity of Service and additional language to this article pertaining to differential pay.

Article 7 – Early Retirement Programs

The Superintendent proposes changes to Section 1: General Provisions and Section 2: Early Retirement Options.

Article 8 – Grievance Procedures

The Superintendent proposes changes to Section 1: Definitions, Section 2: General Provisions, and Section 3: Process.

Article 10 - Colleague Mentorship and Assistance Program

The Superintendent proposes changes to Sections 1 through 5.

Article 11 - Evaluation

The Superintendent proposes changes to Section 1: Evaluation Procedure.

Article 12 – Public Charges

The Superintendent proposes changes to Section 2: Definitions, Section 3: Procedures and Section 4: General Provisions.

Sincerely,



Michael Davies-Hughes
Humboldt County Superintendent of Schools